



# Kansas Bureau of Investigation

Kirk D. Thompson  
*Director*

Derek Schmidt  
*Attorney General*

## KANSAS BUREAU OF INVESTIGATION EEO/AFFIRMATIVE ACTION PLAN

### EEO/Affirmative Action Policy Statement:


As Director of the Kansas Bureau of Investigation (KBI), I wish to hereby reaffirm my commitment to and support for ensuring that all individuals who have the necessary qualifications receive an equal opportunity to compete for employment and advancement within the KBI. Employment transactions shall be made on the basis of an individual's qualifications without regard to age, ancestry, color, disability, ethnicity, gender, gender identity, genetic information, marital status, military status, national origin, political affiliation, pregnancy, race, religion, sex, or sexual orientation.

Management personnel shall support recruitment and career development plans that ensure equitable representation of minorities, women and persons with disabilities in all job categories.

Management personnel shall endeavor to create and promote a work environment that is free of unwelcome sexual advances, sexually harassing language, unwanted sexually suggestive remarks or any other sexually harassing action. Likewise, employees are encouraged to develop respectful and harmonious relationships with fellow employees.

Agency employees are responsible for knowing and complying with the conduct expectations set forth in KBI Policy and Procedure 3, Productive Work Environment. Any employee who feels he or she has received unfair or discriminatory treatment may file a grievance as set forth in KBI Policy and Procedure 7, Grievances.

Each supervisor and manager in the KBI has a duty and responsibility in achieving this agency's affirmative action goals and encouraging subordinate staff to support the achievement of these goals, which are to improve the representation of minorities, women and individuals with disabilities in the KBI.

  
Kirk Thompson

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Director  
Title

3/8/2021  
Date